G R S 58]

Previous references (1924 / ml)

File No 14-24

Serial Nos 2

Later references
ml 160-29-54

GENERAL AND REVENUE SECRETARIAT

Serial Nos.

Part B for March 25

SUBJECT

Improvement of the morale of officials working under the Municipalities and the Local Boards

To

The Deputy Commrs of Districts
" Presidents of Dt Boards
" Comptr
" Revenue Commr
" Salary Commr
" Chief Engineer
" Financial Secy
" Other Secys to Govt
" Other Heads of Depts
" Compiler

B170

WL 6129-6192/ml 1/5 24-2-25 1925 Rooms offices etc N.D.

GENERAL AND REVENUE SECRETARIAT.

( )

NOTES

File No

FILE HEADING

Resolution No. XXIV of the Local Self-Government Conference of 1923.

From

No	Dated		Received
Diary No	Enclos	Spare Copies	Serial No.

BRIEF ABSTRACT OF LETTER

That ordinarily no official borne on the establishment of a Minor or Town Municipal Council or on the establishment of the Local Boards should be retained in the same Municipal or Local Board Office for more than three years and that in no case should the period exceed five years and that a list of officials in Municipal service who have completed three years' service should be sent periodically to the Deputy Commissioner of the District for effecting their transfer from one establishment to another that as regards the officials of the District Board President's office drawing a pay of Rs. 40 and upwards, the list may be sent to Government for transfer of officials from one District Board to another District Board

NOTES AND ORDERS

This resolution cuts at the root of local autonomy in that the local bodies or their Presidents will not have any laberty of action in filling up the appointments under their control.

2. At present recruitment to Municipal and Local Fund service is made by means of ~~d~~ (1) direct recruitment and (2) loan of officials from Government Departments. In the case of officials directly recruited to Municipal or Local Fund service, transfers can be effected only ~~on~~ with the consent of the Local Body to ~~while~~-

NOTES—First Sheet

Serial No

whose service the official is proposed to be transferred. A general transfer at the end of a particular period with-out any regard to the wishes of the Local bodies concerned or to the wishes of the officials themselves or their efficiency in particular, would have a delEterious effect on the ~~ww~~ work of the Local Bodies

3. The resolution is to the effect that Deputy Commissioner should have power to transfer officials drawing a pay of less than Rs. 40 and that Government should transfer officials drawing Rs. 40 and above from one District Board to another District Board The status of the Deputy Commissioner in this matter is not clearly defined and any interference in this respect either by the Deputy Commissioners of the Government would be ~~highly~~ resented by the Local Bodies, as interfering with their powers which they enjoy under the Statute

4. So far as lower appointments are concerned, it appears best to leave the existing powers of local bodies undisturbed as the officials who enter such service must rest contented with the prospects under the particular local body whose service they enter. In the case of higher appointments, the institution of a general local fund service ~~will~~ may answer the ~~purpose~~ purpose provided the local bodies agree to recruit men from candiates admitted to such service but when the question arises as to the authority competent to appoint men for the service. As the sense of the Conference as indicated in their Resolution No.XX is to the effect that no intermediary Officer between the Government and local bodies should be appointed,

NOTE—Contn sheet

G R S III 2)

General and Revenue Secretariat | File No of 19

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difficulties will arise regarding the control of the general local fund service and transfers of officials from one local body to another. It is, of course, undesirable and inexpediant that Government should assume this function directly.

5. The only alternative, therefore, left for providing the local bodies with effecient men for service is to permit them to take the loan of services of competent Government servants for limited periods at the end of which it should be open to the local bodies to reengage the services of the same clerks for a further period or to apply for the services of a separate ser of clerks By adopting this procedure the Presidents cannot of course exercise the powers of dismissal of such lent Government servants and suitable rules will have to be framed regarding disciplinary control to be exercised over such officials by the Presidents and local bodies concerned during the term of their service under the Local Boards. This procedure will avoid not only the stagnation in the higher branches of local fund service but facilitate the disposal of business in an efficient way. If the services of particular ~~class~~ clerks before the expiary of the term of their ~~service~~ engagement are to be terminated for any ~~particular~~ valid reason the Deputy Commissioners or Heads of Departments may be required to take back the officials at the request of the local body and lend the services of other officials. As the Municipal Councils and Local Boards contribute towards the pension charges of their employees the transfers of officials

NOTE—Contn sheet

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may be effected in communication with the Deputy Commissioner or the Head of the Department concerned/without any reference to Government under note (1) to Artcle 266 (C) of the Mysore Service Regulations.

SPECIAL O
No 444
26 JUN 1924
LOCAL SELF GOVT BENGAL

b)
As regards men directly recruited by Local Boards, would suggest that with a view to hold out an inducement to such men to work with enthusiasm and diligence, Chances of promotion in Govt departments may be extended to them by reserving such men to such grades of Govt service.
I would not advocate any scheme of a general local fund service nor would I support a scheme which deprives local Boards the power to make direct recruitments to open service. Direct recruitment should ordinarily be the rule and borne of Govt employes the exception. By this means much of the friction which now seems to prevail in regard to exercise of patronage and control over local Bd servants between Dt Commrs and non-official Presidents may be avoided. The resolution therefore cannot be accepted without material modification. M Visvesvaraya
Special Offr
26/6/24

(1st Member)

10664
26-6-24

7) Discussed in person
further note to be submitted
MK
1/7

P.T.O

NOTE—Contn sheet

Serial No

3) This question was considered at the Standing Committee meeting held on the 19th July 1924 and an extract of the proceedings is made below for reference -

"This question elicited some discussion and Mr Krishna Murthi Rao urged that such men should be provided for in the several branches of Government services, substitutes being sent when such transfers are made It was pointed out that the question would raise several defficulties chiefly relating to the powers of patronage exercised by the local bodies concerned If the Deputy Commissioner is invested with powers of transfer, his interference is likely to be resented and it is not likely that a spirit of co-operation would prevail among several local bodies in the same district in such matters The Committee left the matter in the hands of Government to frame suhu rules as would secure the benefit contemplated in the resolution of the Conference "

1) The object of the Local Self-Government Conference in recording this resolution would appear to be not merely the prevention of stagnation in local fund services but also avoiding the undesirable effects of allowing any employees to remain in the same place for a long period If service under local bodies is treated as being quite distinct from service under State departments then there will be practical difficulties in the way of accepting the resolution of the Conference. For the scheme can be given effect to only in one of the two following ways -

NOTE—Contn sheet

Serial No

(1) Local bodies to obtain the loan of services of employees from Government Departments, or

(2) creation of a general Local Fund Service subject to such rules as Government may frame in the matter In both the cases, restrictions will have been imposed on the powers of ~~xxxx~~ patronage of the local authorities If local bodies obtain the loan of services of employees in Government service, Government will necessarily require to be consulted as regards punishment, dismissals etc of the lent employees, i e , the control over such employees will be a restricted one Further the local bodies will be deprived of their powers of patronage in making the appointments paid out of their funds Even assuming that local bodies will agree to rest content with the selection of employees from Government Departments, a situation may arise when it may ~~xxx~~ not be possible to loan the services of a Government employee selected by a local body As regards the creation of a General Local Fund Service, the difficulty will be greater than in the other case In the first place, a scheme of general local fund service would presuppose an agreement on the part of all the local bodies in the State to combine for purposes of recruitment to local fund employment and leave the question of transfer etc in the hands of an outside agency - whether that -

NOTE —Contn sheet

Serial No

agency be a single person or a committee of representatives of local bodies It is very doubtful if such a scheme will receive any support from the local bodies - whether District Boards or municipalities

(b) The degnity of a local authority rests not merely on its power to control its services but also on its power to recruit to its services and in many cases more importance is attached to the latter aspect than to the former

(c) In the face of these difficulties, there is only one other way to arrive at a solution and that will be for the Government to ~~sketch~~ stress a point in favour of the local bodies The recruitment rules for local fund services being practically the same as for Government service, provide for a system of exchange of employees or make provision for local fund employees being taken on to general services leaving the local bodies to make fresh appointments This would of course mean that local fund service would be a recruitment ~~grant~~ ground for Government service This concession, if extended, would result in infusing enthusiasm to the - Local Board employees and ensure efficiency of local fund administration

(d) An ~~alternative~~ alternate scheme would be to arrange for a system of exchange of employees between Local bodies and Government The scheme would only approximate to the scheme of obtaining the loan of services of employees from Government and has the ~~advantage~~ disadvantage of restricting powers of

NOTE —Contn. sheet

G R S III 2]

444/89

8

General and Revenue Secretariat | File No | of 19

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patronage

13) It would perhaps be advantageous to consult a few typical local bodies as to their views in the matter, and if the scheme proposed has to be given effect to, how it might be done.

2264/9 9-24

Mr Crawford Speech

8/9/24

1st Member)

That appeals remaining in the same status between complt and known people is an admitted fact - and it is necessary to provide a remedy for this. But the provincialisation of the services is not feasible, nor can all of the services & appeals in all cases even be vested in Provincial Boards. Hence is the question of machinery for pursuing cases in case of appeal to the Secretary of State. The only practical course is that are suggested by the Conference - We need not carry the working of local autonomy so far - If in the interests of good administration, it is necessary to interfere by Govt with some control over the staff, there does not see any reason why it should not be done. As it is, local bodies are not invested with unrestricted powers - Even in case of

NOTE —Contn. sheet

G R 3 III 2]

General and Revenue Secretariat

444/S8

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Serial No

DEWAN'S OFFICE.
RECD ON 11 SEP 1924
Reg No 2114.

certain appts, they have to obtain the approval of Govt. What is wrong in the present arrangement & the principle of local autonomy the appts may be made by the local bodies, but they by Govt must have the power to have an appeal either when certain depts of the Municipality in case of need. The Deputy Govt may be expected not to abuse his power. The Municipal Act & the Regulations may be amended accordingly

Chief Secy 9/9

Honourable the Dewan

Submitted to Dewan for personal orders

The question is one of policy
Communal basis & Reservation
is a big one
The financial aspect
of the matter is (1) heads &
(2) Dept —
has to be carefully gone
into & my suggestion
is to refer the matter
to the Govt for their remarks
Yrs sincerely
MVG 10/9/24

NOTE—Contn sheet

444/19/.

10

G R S III 2,

General and Revenue Secretariat | File No | of 19

Serial No

H 625/24

Forwarded with compts to the Fin-Sec for favour of remarks with Swami's memo & Sapru.

1579

H Sing)

Misra Jr Spl Offr

1679 Fin

I am afraid the resolution is unworkable as a practical proposition It is not possible to have one service for establishments of all minor and town Municipalities and Local Bodies nor can members of such service be interchangeable with those of Government establishments Neither the Deputy Commissioner nor Government will be in a position to order transfers which will be in the interests of both offices -- that from which and that to which transfers are made It is only the authority who is in fairly close touch with both offices that can be expected to make transfers which will benefit both Deputy Commissioners ~~will~~ know nothing of the men to be transferred ~~from the offices of the Municipalities and Local~~ Boards and it is obviously undesirable that they should order transfers on the testimony of Presidents of Municipalities and Local Boards In fact, the resolution does not require even any such testimony as the sole condition of transfer is the fact of a particular official having rendered a particular

NOTE—Contn sheet

Serial No

particular number of years of service under the same Body As for transfers proposed to be made by Government, I think the position is even worse as Government are far too remote an authority to be able to decide in the case of men drawing Rs 40 or Rs.50 which man is fit for which place If the resolution is to be given effect to, Government will have to be simply guided by the testimony of Presidents of Local Boards and Municipalities and force the men to be transferred on ~~recommendations~~ the Offices . Such an arrangement is obviously undesirable.

The object of the resolution is stated to be to improve the morale of the men working under Local Boards and Municipalities I do not think that the proposed system of transfers is the remedy for achieving this object. To the extent transfers are possible, the remedy of transfer may certainly be pressed into service I believe under the existing procedure, members of establishments of Local Bodies can be transferred within the same district by the President of the District Board If this system is availed of, it will go some way to realise the objects of the resolution As for men employed under Minor and Town Municipalities I believe there is no district central authority

NOTE—Contn sheet

Serial No

authority like the President and no system of district transfers is feasible

The difficulty of removing men whose service is found to be unsatisfactory is perhaps one of the reasons which has suggested the proposed system of transfer This difficulty may, I think, to some extent, be minimised by substituting the system of Provident Fund on a contributory basis for the existing pension arrangement An employee's own contribution and the annual bonus allowed to him would be accumulating to his credit under the Provident Fund scheme and the risk of forfeiting the amount by misbehaviour would go far to keep him straigh The Provident Fund arrangement will also be in the financial interests of Municipalities and Local Bodies as it will save them from having to meet in the future the uncertain liability involved by payment of pensions. The necessity to make bonus additions to the Provident Fund accounts of its employees will make a Local Body or a Municipality more careful than it now is in increasing expenditure on its staff.

If provincialisation of Local Fund service is made and transfer from such service to Government service is also permitted, the arrangement will have no financial effect upon Government as

Serial No

H 625/24

as the latter's liability will not be increased either for pension or for pay As for the effect of this arrangement upon Local Bodies, it would depend upon the details of the system adopted and its cost. If the total expenditure is not increased by provincialisation, the financial liabilities of Local Bodies are not likely to be larger than what they are now either in respect of pensions or salaries

25-84 / 18 9 24

Special Officer L S G Scheme

Submitted for perusal & orders

1st Member & Dewan

NOTE—Col n sheet

G R. 6 III 2]

General and Revenue Secretariat | File No of 19 .

Serial No

pecuniary charges, then in each case such Residents, District Boards and Municipalities to make estimates of receipts from the said sources and then the Government should [illegible] to allow the Boards the right to collect their receipts & expend them autonomously. I am at present engaged with an expenditure which I do not think I have to [illegible] the District Board fees proposals. I think it necessary to have a — Head Clerk. The expenditure of the Office under the Resident and the Assistant is not expected to decrease the Head Clerk. With the special Residents, the Head Clerks will become very powerful and unless there is some means of keeping them under the District Officers will not be able to check. For some time to come I think it necessary to allow all bodies. But it is much to ask that the Govt. may grant pecuniary assistance from local sources? [illegible] [illegible] [illegible]

G R S III 2]

W D 2310—G 1 1—10 000—31 6 24

General and Revenue Secretariat | File No | of 19

Serial No

DEWAN'S OFFICE
RECD ON 24 SEP 1924
Reg No 2507

~~Hatia Raj's Custom~~ - By giving up his claim to Custom duties and closing his Local Agency to make a Settlement there appears from his New Deptt, we will be successfully solving a problem which has defied Solution in Purbeah Dooars.

If his Scheme is not acceptable, I would be delighted with any his Scheme which might not prejudice our interests but - the evil is a growing one and it should not be allowed to go on.

Sd/-
20/9

Subd to Dewan in the Jud Sec's remarks dated 5th (vide minute 9/15 § 12 supra)

MK
24/9

The Question of Purchase of Hatia Agency should be considered by the Executive Council in connection with a L. B. Settlement

Question considered at the Secy meeting of the C

H
14 9
MM 24/9 24/9

Chief Secretary
With compliments

Macculloch
24/9

16

an Early
(For Disposal at A Meeting)

No C 107
Z — 1924-5

GENERAL AND REVENUE SECRETARIAT

Council Matter

SUBJECT

(Clause xii of the schedule).

Resolution No.XXIV of the Local Self Government Conference re improvement of the morale of the officials working under the Municipalities and Local Boards.

CIRCULATED TO THE MEMBERS OF COUNCIL

By Order,

Chief Secretary to Government

26th September 1924.

Extraordinary Member of Council

2915/49

First Member of Council 27/9

Second Member of Council 27/9

Third Member of Council

C607 17

Subject - 6

Not Considered on 7 10 24
" " 10 24

Resolution No XXIV of the Local Self Government Conference re improvement of the morale of the officials working under the Municipalities and Local Boards.

OPINION OF THE COUNCIL.

a draft scheme
in the lines of the
memorandum in the RQ
be prepared
9/11/24

to the Special Officer
for
1/11

RESOLUTIONS SPECIALLY ADMITTED BY THE DEWAN

I This Assembly recommends to the Government of His Highness the Maharaja of Mysore —

(1) That a joint committee of the members of the Representative Assembly, the Legislative Council and of officials, with a non-official majority, be appointed to go into the whole question, with powers to take evidence if necessary, of the revision of rules relating to the Mysore Civil and non-Civil Service cadre of gazetted appointment in certain departments, and

(2) that the order of Government No 757-807—C B 210-23 1, dated 22nd September 1924 passed in this connection be held in abeyance until the report of the above committee is considered by Government

Mover —Mr Mohamed Abbas Khan

II. This Assembly recommends to the Government of His Highness the Maharaja of Mysore that the Government Order No 757-807—C B 210-23-1, dated 22nd September 1924 passing revised rules regarding the Mysore Civil and non Civil Service cadre be modified on the following basis —

(1) That the number of persons to be admitted into the cadre of Civil Service through nomination on each occasion of recruitment by competition shall be for the present, not less than twice the number recruited through competition,

(2) that the nominations shall include new recruits as well as those who are already in service, and

(3) that the age limit of those to be admitted into Civil Service through nomination be raised to 35 years

Mover —Mr Mohamed Abbas Khan

III That this House recommends to the Government of His Highness the Maharaja of Mysore that necessary provision be made in the proposed amendment of the Municipal Regulation for the transfer of municipal employees and officers to other Municipalities and to make all appointments interchangeable with those of Government departments

Mover —Mr Mohamed Abbas Khan.

IV This House recommends to the Government of His Highness the Maharaja that provision may be made in the Municipal Regulation for the following —

(1) Transfers of Municipal subordinates from one Municipality to another,

(2) the annual auction of octroi revenue in case it cannot be replaced by a terminal tax or any other kind of tax capable of easy collection and realisation

(3) formation of ward and mohalla committees in City Municipalities on the model of county houses in Great Britain,

(4) levy of tax of one anna per head of goat and sheep and introduction of license to possess them

Mover —Mr Karnick Krishnamurty Rao

V This House recommends that provision may be made in the amendment of the Municipal Regulation, under the contemplation of Government to ensure that no one whose name is not borne on the list of persons eligible to be a Municipal Councillor shall be nominated as such by Government

Mover —Mr N Surappa

R RANGA RAO,
Secretary, Representative Assembly

Resolution No. 4. Mr. Karnick Krishnamurthi Rao.

(1) This House recommends to the Government of His Highness the Maharaja that provision may be made in the Regulation for the transfer of Municipal subordinates from one Municipality to the other.

In moving this resolution I wish to say a few words This subject was brought before the Local Self-Government Conference and a resolution was passed. At present the Municipal subordinates cannot be transferred from one Municipality to another and they spend their whole service in one and the same place till their retirement. The Presidents and Vice Presidents of Municipalities are changed once in three years. They are new to the office and to the work. They become a prey entirely to the officials. Whatever the officials say their words are taken as truth and they misguide the higher officers. The present arrangement gives room for lot of corruption and mischief in the Municipalities. It is therefore absolutely necessary that the Municipal subordinates that is, D.P.W. subordinates, - clerks, etc., excluding the sweepers and other menial subordinates should be transferred from one Municipality to another. There is no provision now and it is requested that Government may take this seriously into their consideration and accept the resolution.

D E W A N Who should transfer? Is it the President of the Councillor and under what rule? At present they have got the right to appoint and dismiss their officials If the power is

transferred to Government how can they exercise it?

Mr. Karnick Krishnamurthi Rao. If this was not the intention why are they allowed the benefit of pensions etc?, We asked the Government to transfer one man and give us some one else in his stead. In other words it must be Government service instead of Municipal service. You have only to provincialise the services and the Municipal President has only to get work done out of these officials. For instance, you gave us a lent Health Officer and who worked under the President and now you have transferred him to Mysore City. Similar arrangements should be made in regard to superior officials of the Municipality. All that I want is that every member of the superior staff should be transferred once in three years as a matter of course. How this should be done I leave it to the Government, to decide.

Mr. Vema Reddi. I support the resolution and I am in full agreement with what Mr. Karnick Krishnamurthi Rao has said, Presidents and Vice Presidents come and go but the officials of the Municipality remain and form themselves in course of time into an official clique and carry everything in their own way. If there is any cause for the deterioration of the Municipal administration this official clique is the main cause.

Mr. Anekal Srinivasa Iyengar. There is only one clerk in the Municipality other than the City and Head quarter Municipalities. If he is transferred to another Municipality owing to corruption and or

any other mismanagement, that Municipality may not like to take ~~in~~ him and they may protest against this order.

Mr. Krishnamurthiachar. If the clerk persists in doing bad work repeatedly and if he does not improve it is open to the authorities to take drastic action against him. If on the other hand a certificate was obtained from the officer under whom he was working that his work and behaviour etc., were satisfactory, there is no difficulty for his being taken elsewhere. I am therefore of opinion that if the resolution is accepted it will go a long way to remedy the inconveniences and the hardship brought out by Mr. Krishnamurthi Rao.

Mr. Ananthiah. If provision is made in the Municipal Regulation for the transfer of Municipal servants from one Municipality to another, they will naturally try to get themselves transferred to the bigger Municipalities. Even if Government servants are given in exchange they will remain there at the most for two or three years and go away at the end of the period. Generally ~~non~~ in all Municipalities there is only one clerk and if proper check is exercised over his work, there is no fear of corruption. If at all, he is found to be corrupt he may be removed from service People simply talk of corruption in the Municipal service, but when we go to details there are not many cases If, for example, a Municipal servant is found guilty of corruption and convicted by a Court of Law, that is no argument for maintaining that all subordinates are corrupt. The transfer of Municipal servants from place to place will cause them much inconvenience. Recently a

measure of autonomy was given to the Municipalities to enable them to appoint their own staff, so that they can act independently of Government in this matter and these powers will be curtailed to some extent by the proposed arrangement of transferring clerks from one Municipality to another. The clerks in service of Municipalities can be encouraged by offering them inducements in the form of provident fund etc., and good and honest work extracted from them. For these reasons I do not think feasible to transfer Municipal subordinates from one Municipality to another.

Mr. Byanna. I agree with Mr. K. Krishnamurthi Rao. I know of the cases where many original papers were supressed and many misleading notes were put up before higher officers by interested officials who have been very long in the same office. It therefore becomes necessary that such officials should not be allowed to remain for long periods in the same place but transferred at least once in three years to other places. In regard to the objection that a man of questionable character will not be accepted by another Municipality I should simply say that such official should be dismissed ~~instead~~ instead of transferred.

Mr. Ananthamurthiyachar. Some times officials cannot be transferred from one Municipality to another because scales of pay in the Municipalities differ. To remedy this the Presidents may allow mutual transfers.

Mr. Gopalaswami Iyer. By the transfer of Municipal servants once in three years some difficulties will arise as to their pensionary contribution etc It appears to be right that the Municipality which

appoints a particular person shall pay his pensionary contribution. The exchange of officials from one Municipality to another leads to some difficulties for an official will be acting in one Municipality, sup-pro-tem in another and permanent in the third. I therefore suggest that exchange of officials between Government offices and Municipalities should be provided for. Municipal rules do not permit of officials being transferred after three years. I think there will be some trouble under the proposed arrangement.

At this stage the Dewan enquired whether Mr.K. Krishnamurthi Rao would agree to bring this resolution under the more comprehensive resolution that has been brought up by Mr. Abbas Khan. On Mr. K. Krishnamurthi Rao' agreeing, this resolution was allowed to be withdrawn.

Resolution No.3.

Mr. Abbas Khan. I beg to move that necessary provision be made in the proposed amendment of the Municipal Regulation for the transfer of Municipal employees and officers to other Municipalities and to make all appointments inter-changeable with those of Government Departments. If this resolution is accepted I am sure the Municipal employees will be very glad and every Municipality will also agree. Questions regarding pensionary contribution and disciplinary measures may be decided by Government.

Dewan. Who will exercise the power of appointments? In that case Municipalities will have to bear the cost and such cost will be more. The allotment in the Municipal budget will have to be increased. Under the proposed arrangement the cost will ~~have to be~~ have to be equalised between Government and Municipalities.

Mr. Abbas Khan. Majority of the members are agreeable to the interchange of officials between Government Departments and the Municipalities. The Municipalities also will not hesitate to pay something more towards their pensionary, contributions and other charges. It is only the office establishment, - executive staff, Overseers, etc., who should be - transferred. Overseers should have opportunities of going to Public Works Department.

Dewan. In whom should the power of appointment and discipline be vested?

Abbas Khan. Disciplinary powers can be exercised by the person under whom the clerk serves. The transfer should also be by the mutual consent.

Dewan. Then, do you want an enabling provision or do you want that it should be made compulsory?

Abbas Khan. It is only the Government that can - decide whether it should be made compulsory or whether an enabling clause should be introduced.

Mr. Narayanaswami Chetty. Section 180 of the Municipal Regulation lays down that " In all matters connected with this Regulation, the Government and each Deputy Commissioner shall respectively, have and - exercise the same authority and control over the Deputy Commissioners and their subordinates, as it or he has and exercises over them in the general and revenue administration" as per that section, Government are transferring Municipal subordinates from one Municipality to another Pensionary contribution and other charges are also borne by Municipality concerned

Mr. Abbas Khan pointed out that the interchange of officials between the Revenue Departments and the Municipalities is not now possible. It may perhaps

apply to City Municipalities. In Town and Minor Municipalities the exchange system is already in force. Under the above arrangement the powers of Deputy Commissioners will be greater than at present.

Mr. Paramasivaya. In many cases the officials in the Municipal Councils have been there for years together, so that they have come to wield considerable influence among the Municipal Councillors. In the result it is easy for such officials to get increased of pay now and them by winning the Councillors over to their side. This might be put a stop to by fixing definite scales of pay on a Provincial basis.

Mr. Ramaswami Recently a measure of autonomy was given to Municipalities to enable them to appoint their own staff so that they can act independently of Government. I do not therefore think it advisable to introduce the proposed arrangement as it will curtail the powers already extended to them. If at all any official is found to be incompetent he can be removed from service.

Mr. Mallappa An arrangement on a provincial basis is very important. The Power of making appointments may be left to the Central Recruitment Board.

Mr. K. Krishnamurthi Rao. Local Self-Government is the management of local affairs by local people. But clerks employed for office work must be transferred from time to time. Otherwise they begin to think that their places are a sort of Jaghirs to them. Pensionary contribution etc., should be paid by the Municipalities and by the transfer of clerks from one place to another they will not be put to much additional expenditure.

First Member of Council. This subject was fully discussed in the Local Self-Government Conference. Transfer of Municipal subordinates involves difficulties, as pointed out by Mr. Srinivasa Iyengar. If an official is sent to a particular Municipality the President may say that he does not want him. Before a man is proposed to be transferred to another Municipality a lot of correspondence should ensue and a long period would also elapse before the question is finally decided. In the end the Municipalities may not agree to the transfer. The only remedy then is that the President of each Municipality should have the power of appointing the official. The ~~alternative~~ majority is that the Presidents of District Boards and Municipalities should select for initial appointments people in Government employ and if they do not work well, Presidents should send them back to Government with a report. This means a curtailment in the powers of the President and it is doubtful if the proposal would be agreed to. Another alternative is that he must appoint lent officials only. The question is any how not free from doubt. The Government will consider the Resolution.

The Resolution was put to vote and carried.

Scheme for interchange of employees of Local Bodies with those in Government Service with a view to facilitate transfers.

The question of transfer of employees of Local Bodies after they have put in a definite period of service in any one station was considered at length at the last Session of the Representative Assembly. The conclusion arrived at is that only lent officials from Government offices should be employed by the Local Bodies. The question for consideration now is how to give effect to the recommendation of the Representative Assembly.

2. The subject will be dealt with under three main heads viz., (1) Executive Staff (2) Clerical Staff and (3) Menial Staff. Under each of these main heads the following points have to be considered -

(a) Appointment
(b) Transfers.
(c) Disciplinary control
(d) Question of pensions and pensionary contribution
(e) Disposal of existing men in the service of Local Bodies.

I Menial Staff.

3. The sense of the Assembly was that Menial Staff consisting of peons, duffedars, dalayats, sweepers, scavengers, toties etc., need not be transferred from place to place. No change in the existing practice as regards

menial staff is therefore called for.

II. Executive Staff.

4. The Executive Staff employed by the Local Bodies consists ~~only~~ mainly of the following.-

1. Sanitary Inspectors.
2. Collection Mutsaddies.
3. Engineers.
4. Over-seers for public works.
5. Sub Overseers for -Do-
6. Maistries for -Do-
7. Conservancy Overseers and Maistries.
8. Sub-Registrars of Births and Deaths.
9. Vaccinators.
10. Pound Keepers.
11. Hackney Carriage Inspectors.
12. Market Inspectors.
13. Slaughter-house Inspectors.

With regard to Sanitary Inspectors of Municipalities, the transfers may be effected by the Deputy Commissioners as under the Panchayet - Scheme there will be an Inspector for each Taluk and the Sanitary Inspector may be absorbed in the cadre of Inspectors of Panchayets. As definite qualifications have been prescribed for Sanitary Inspectors it is not necessary to restrict the powers of the Municipal Councils in the matter of the appointment of Sanitary - Inspectors. As regards transfers of Sanitary Inspectors from one Municipality to another or an Inspector of Panchayets, the Deputy Commissioner will have to be authorised by rules to give effect to such transfers as in the case of

In similar grade posts where Sanitary Inspectors may be promoted in case of Inspectors of Panchayets.

Clerical Staff.

Vaccinators are a special class of executive officers. The scale of pay for Vaccinators has been definitely laid down. The Municipalities will have to be required to adopt the uniform scale. If this is done, there may not be much difficulty in effecting transfers when necessary. Such transfers will, however, have to be done with the mutual consent of Presidents of Municipalities and Presidents of District Boards. The scale being uniform and the work of Vaccinators being of such a nature as will not tend towards deterioration by long stay in any particular case, there would be no harm in allowing this class of officers to continue where they are during the whole of their service as Vaccinators. With regard to the other executive staff it does not appear feasible to interchange the employees with Government servants and the only course open to keep them from corruption is to declare that the appointments shall not be pensionable and that the employees will be entitled to the benifit of a Provident Scheme.

III. Clerical Staff.

5. (a) How are appointments to vacancies under Municipalities and District Boards to be made?

If it is accepted that only lent officials from Government Departments should be employed in clerical services, the Government will have to

empower some Government Officer to lend the services of Government servants to the Local Bodies. A specified area will have to be adopted as the unit for such purpose. The District would be a convenient unit and the Deputy Commissioner the officer to be entrusted with the powers of lending the services of officials. Next, the question for consideration is whether the President of the Local Body requiring these services of a Government employee should have the power to make a selection of officials. This is a somewhat difficult problem. If the President is not allowed to select, there would arise cases in which the selection made by the Deputy Commissioner may not be welcome to the President. In order to avoid friction it is best to allow the Presidents of Local Bodies to select men from Government employ. Where an official selected by the President cannot be spared in the interests of the general service, the President should make another selection and it is best that such selections are made by mutual consent. The Deputy Commissioners also should be required to comply with the demands of Local Bodies in a conciliatory spirit as if service under Local Bodies were service under Government itself.

(b) Transfers.

6. The next point for consideration is whether in the event of the President finding the man selected unsatisfactory, he should be compelled to keep the official for a

prescribed period, say, three years, or whether he may be allowed to send the official back, dislocating the general arrangement made by the Deputy Commissioner consequent on the transfer of such official. If such requisitions are complied with, they will give room for the vagaries of an obtrase President who will not be easily satisfied. Many difficulties arise in an arrangement where the local authority has no independent powers of appointment and where he is not in a position even to suspend or dismiss the official on his own authority. The only compromise that can be suggested in these cases is as follows:-

Ordinarily, officials lent to Local Bodies should not be reverted before three years are over. In extra-ordinary circumstances, transfers may be effected within that period provided the President and the Deputy Commissioner agree. Otherwise, matters will have to be reported to Government for orders. In this connection it has to be considered as to how the wishes of the official concerned are to be dealth with, and whether an official in the Government service should be compelled to take service, even temorarily, under a Local Body. Although such an arrangement is somewhat hard on the Government officials, there seems to be no other arrangement possible under the existing conditions, when mutual transfers and re-adjustments between Government Offices and Municipal and Local Board Offices is contemplated. In fact, clerical service and executive service in the

capacity of Sanitary Inspector under Local Bodies will be practically a part of Government service and in this view it should be made clear that every entrant to Government service will be liable to be posted for employment under Local Bodies.

(c) Disciplinary control.

(i) Punishments.

7. Suspensions and dismissals can be made only by the authorities invested with powers of appointment, that is, either the Deputy Commissioner or a higher authority. Presidents of Local Bodies cannot be empowered to exercise powers of suspension, dismissal and reduction of employees lent. They may only recommend such punishemnts and if the Deputy Commissioner is not prepared to accept the recommendation of the President, the only course open is that the matter should come up to Government for orders. This procedure would entail increase of work in the Secretariat and this cannot be helped. Presidents may find lent officials up to a certain limit say Rs. 5 and the Local Bodies up to a larger extent. No appeal against the decision of the Local Bodies should lie but the official affected may be given a chance of appeal to the Local Bodies from the decision of the President.

(ii) Grant of Leave.

8. Presidents should have power to grant leave to officials but such power will be -

restricted to the grant of only privilege leave or other leave for a period not exceeding four months. This is because grant of leave involves making of leave arrangements. It is not possible to expect the Deputy Commissioner to make leave arrangements in Local Bodies for all ~~sort of~~ short leave vacancies. It would not only upset the work in Government offices in the District but also entail an enormous amount of correspondence between the Deputy Commissioner and the Local Bodies. When ~~short~~ leave is granted, local arrangements may be made by the Presidents or the local bodies themselves. The Deputy Commissioners should not be saddled with the work of making temporary arrangements in offices under Local Bodies except in the cases of Sanitary Inspectors. Leave allowances have to be paid by the Local Body concerned according to the rule of proportion as prescribed in the Mysore Service Regulations. But as the ~~apportionment~~ apportionment of leave allowance charges between the Local Bodies and Government involves immense labour which it is desirable to avoid, it may be ruled that leave allowances will have to be borne entirely by the Local Body or the Government under which the official is employed when he goes on leave

(d) Pensions and Pensionary contribution.

9. At present pensionary contribution is recovered in respect of a large number of appointments under Local Bodies and pensionary contributions in the budgets of Local Bodies make up a fairly large item of expenditure. As observed by the First Member in his minute of the 20th

September 1924 in the main file, it is open to Government to waive its claim to pensionary charges and if on financial grounds such a concession is not deemed possible, the Local Bodies may be allowed to pay the actual pension charges after the officials retire in accordance with the rule of proportions. This will be a fair arrangement and by this means the Local Bodies will be debited with their legitimate share of pension charges when it falls due.

(e) Disposal of existing officials in the service of Local Bodies.

10. Existing officials under Local Bodies will have to be exchanged with those in Government service and eventually absorbed in Government service provided they have got general qualifications prescribed for Government service and have passed, when necessary, the special departmental tests also. Officials of Local Bodies who are not duly qualified cannot be taken to Government service and they will have to be retained under the Local Body concerned till they retire. They may, however, be transferred through the Deputy Commissioners to other Local Bodies (by the mutual consent) of the Presidents concerned. If the retention of any unqualified official is deemed undesirable, the local body may be empowered to discharge him after due notice. Untill all the existing officials of local bodies are disposed of as stated above the scheme cannot come into force in a complete form.

General.

11. From the above it is seen that the scheme is workable if it applies only to the clerical staff and to Sanitary Inspectors under Municipal Councils. It is not expedient to extend the scheme to City Municipal Councils where there is ample scope for transfer of - officials from one Department to another - It should of course be open to the Presidents of City Municipal Councils or the Municipal Commissioner to obtain the loan of any Government official they may select with the concurrence of the Deputy Commissioner or other Government officer subject to the rules prescribed in the matter. If the City Municipal Councils which are not under the control of the Deputy Commissioner desire to have the scheme extended to their officials also, then it may be applied. Till then, no interchange of City Municipal employees with Government servants need be permitted.

Yr

Manager
Special Grade

67/124

H

Serial No

DEWAN'S OFFICE
RECD ON 10 NOV 1924
Reg No 3390

3390 10/11/24

A copy of the summary of discussions in the representative Assembly is submitted along with the draft scheme for the interchange of employees of Local Bodies with those in Government Service with a view to fecilitate transfers. Note on the draft scheme is placed at A.

10/11/24

1st Member & Dewan

Thank for remarks in his memo

10/11

Members have discussed a indefinite-
This may be dealt
under three. indicate
the decision of Govt- in
it. If so he should
that Embodied
Reports has reference
that I Schedule like
I Servants who are not
like pensionable &
that there -
How the Scheme like submitted
by Secy may effectively
Pay revised
Scale has effected
& legal rep of the scheme
Emolument Grade —

NOTE–Contn Sheet

G R S 111 2]

General and Revenue Secretariat

File No

of 19

Serial No

Have run the compound
& Scale 20 run parallel
where marked in the
Report — Green one the
interchanges

Those have been worked out
in the draft Numbers to be
put each day.

Dr 11
11/12/10

Note—Contn sheet

G R S III—3

ROUTINE NOTES

[To be used only for notes, requisitions, etc, not intended for permanent record.]

A Draft Government Order is submitted for consideration

With reference to the points noticed in the Dewan's Minute dated 12th November 1924 kind attention reference is invited to rules Nos.(13)and(14)which dispose of the cases of existing officials in the service of local bodies at present and to Appendix B of the Mysore Service Regulations which states that all employees on the permanent establishments of Municipalities and other local ~~boards~~ Bodies are eligible for pensions and gratuity except the following -

Shanbhogs with hereditary haks
Toties, Sweepers, watchmen, coolies
khalihats, cooks, watermen, dobies
gardners, pound keepers paid by commission and medical pupils.

As the scheme proposed in the draft order does not apply generally to the menial staff and to toties, sweepers etc. the question of servants of local bodies who are not on the pensionable establishments does not practically arise in this connection. To make the matter clear, it is stated in rule (1) of the draft

N. B —Should routine notes be written on small slips the notes must be copied or slips pasted on this form

ROUTINE NOTES

[To be used only for notes, requisitions, etc, not intended for permanent record]

order that the scheme will not be applicable to the non-pensionable establishments under local bodies In para 2 of the draft order the Deputy Commissioners have been requested to submit after consulting the Presidents of Local Bodies suitable proposals for re-organising the establishments under local bodies in order to to facilitate interchange of Government officials with those under Local Bodies. The Financial Secretary will have to be consulted regarding-

(a) Waiving of pensionary contribution (Rule 12)

and (b) Debit of entire leave allowances to the funds of the local body concerned or the Government as provided in rule(11)

With regard to the Dewan's ~~remark~~ on page 3 of the draft scheme that the Sanitary Commissioner ~~may~~ be empowered to transfer Vaccinators it is submitted that the appointments are now made by the Presidents and not by the Sanitary Commissioner. As the appointments of Inspectors of Panchayets who have to correspond to Sanitary Inspectors will be made by the Deputy Commissioners it would be convenient to empower the Deputy Commissioners to transfer both

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G R S III—3]

22

ROUTINE NOTES

[To be used only for notes, requisitions, etc, not intended for permanent record]

Sanitary Inspectors and Vaccinators.

Provision has accordingly been made in rule (4) in the draft order. It has not been necessary to mention in the rules anything about the qualifications of Sanitary Inspectors or their aborption in the cadre of Inspectors of Panchayets. The question of revision off the scale of pay for Vaccinators also may be considered after receipt of proposals for re-organising the establishments called for in para 2 of the draft order.

4088
19-11-24

55
11/11/24

18/11/24

1st member
Dewan

The Special Officer will discuss his points mentioned in his draft note with me.

19/11/24

Discussed the matter personally
21/11

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P To

G R S III—3]

ROUTINE NOTES

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444
A 1924

23

G R S III—3]

ROUTINE NOTES

[To be used only for notes, requisitions, etc , not intended for permanent record]

The pay of pound keepers, Sub Registrars of births and deaths and Conservancy Over-seers and Maistries in Town and Minor Municipalities ranges between 12 to 20 Rs.

The technical and professional appointments under Local Bodies are the following.-

1. Municipal Engineers
2. Over-seers and Sub Overseers for public works.
3. Drivers in pumping establishments. fitters and mechanics.
4. School masters.

Draft issued as per instructions given at the Divisional Officers' Conference

1st member) 23/11/24

25/11

Sabha Dewan

25/11

Municipal Engineer

4238
24 11 24

DEWAN'S OFFICE
RECD 01 25 NOV 1924
No. 3852

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G R S III—3]

ROUTINE NOTES

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Serial No

Rule (1) (a) - The intention, I believe, is to exclude only non-pensionable staffs Attenders, peons, duffedars and dalayets belong to the pensionable establishment and they may be excluded from the category of non-pensionable establishment The word "other" in the expression "other non-pensionable establishment" may also be omitted as it is likely to imply that the menials also are members of non-pensionable establisnment

Rules (2), (5) and (6) - Under Rule (5) men on lower rates of pay are to be selected and given higher rates of pay for service under Local -- Bodies Rule (2) views such increases of pay as promotions in Government service According to Rule (6) men so transferred are to be sent back after working for a period of three years under a Local Body The result of these three rules would be that men transferred for service under Local Bodies should revert to appointments carrying pay equal to that they drew under Local Bodies If this should be the intention, the men selected for such transfers have practically to be promoted to appointments on higher rates of pay in Government service and allowed ~~lien~~ lien on such appointments so that they may revert to them I am not sure if appointments on higher rates of pay will be available on all such occasions and if they are not, it will

NOTE—Contn Sheet

will be difficult to work these rules Whether this form to promote persons simply on the ground that their services are applied for by Local Bodies to another Serial No post for consideration.

Rule (11) - As the men transferred for service under Local Bodies will only work under the latter for short periods of about three years, the bulk of the leave taken by them, particularly leave for ~~in~~ long periods, will be after they revert to Government service and under this rule the whole cost of the leave allowances ~~have~~ has to be borne by Government This, I think, is an arrangement unfair to Government The only reasonable rule to follow is that contained in Article 423 A MSR In applying this rule, it is however necessary to remove the restriction in regard to waiving of recovery, ~~whether~~ where the share to be realised is less than one-fourth as under the contemplated arrangement, the transfers will be for short periods and the share of each Local Body would be less than one-fourth though the shares of all such Bodies put together may exceed this limit The rule has, therefore, to be applied without the exception in regard to fractions below one-fourth

Rule (12) - I do not see how it is justifiable to throw upon Government ~~xxx~~ the cost of pension for services rendered under Local Bodies Under the contemplated arrangement, practically the whole staff will be lent by Government and the whole pension charge will have to be taken over by Government This is not right The rule

NOTE—Contn Sheet

General and Revenue Secretariat

L S G File No 444/105/G of 19

Serial No

contained in Article 266 A may be applied without the proviso relating to the waiving of the proportionate share when it happens to be less than one-fourth

Spl Officer L S G with Compts

DEWAN'S OFFICE, Rcd on 16 DEC 1924 Reg No 4372

The word " other " in rule 1 (a) may be omitted as suggested by the Financial Secretary. The intention of the rule is to exclude not only non-pensionable staff but also menials.

With regard to rules 2, 5 and 6 the officials transferred from State service to service under local bodies will get a promotion and will when reverted draw the pay they were entitled to before transfer, if it is not possible to secure to them - appointments carrying pay equal to or more than that they drew under local bodies. There does not seem to be any difficulty in working the rules.

With regard to rule 11, it was proposed in order to minimise the calculation necessary in applying article 423 A of the M.S.R. and there is no objection to apply the rule with the modification suggested by the Financial Secretary. Rule 11 may be omitted and the necessary instructions with regard to the modifications suggested by the Financial Secretary may be issued from the Financial Secretariat. With regard to rule 12 kind reference is invited to First Member's minute dated 20th September 1924 in the file.

Passed out (Journal Section)

4529

First member Dewan

NOTE-Contn Sheet

File No

of 19

General and Revenue Secretariat

Serial No

NOTE—Contn Sheet

(For Disposal at a Meeting)

No C 198
-y -1924-2

GENERAL AND REVENUE SECRETARIAT

Council Matter

SUBJECT

(Clause xii of the schedule)

Draft Order on the improvement of the morale of the officials working under Municipalities and Local Boards.

CIRCULATED TO THE MEMBERS OF COUNCIL

By Order,

19th December 1924.

Chief Secretary to Government in charge

Extraordinary Member of Council

30/12/24 First Member of Council

594/22/12 Second Member of Council

Third Member of Council

CEF 27

Extract from the Proceedings of the 725th *Meeting of the Council of His Highness the Maharaja, held at Bangalore on the* 29th January 1925. *19*

143. Subject. - Clause xii of the schedule.

Draft order on the improvement of the morale of officials working under Municipalities and Local Boards.

OPINION OF THE COUNCIL.

The draft as revised in Council may be approved.

....

~~Secretary~~ (Signed) A. R. BALIGAJI,
Dewan of Mysore.

"EXTRACT"

K Ramaswamy
Chief Secretary to Government
10/2

Draft
30/1

Draft to the First Member for formal Note
The modifications as per instructions indicated in Cl. are made in the draft
hm 30/1/25.

WD 1471—GPB—2 800—18 21

S N Subba Rao
Dewan
hm 6/2/25

First Members Final Note is placed in the file
hm 5/2
hm

Submitted to His Highness

I submit herewith a Final Note by the First *Member of Council on the subject of* draft order on the improvement of the morale of officials working under Municipalities and Local Boards, *for His Highness' gracious approval*

Dewan

7 FEB 1925

only practical course is the one suggested by the Conference. We need not carry the notion of the local autonomy too far. If in the interests of good administration, it is necessary to invest the Deputy Commissioner with some control over the establishment, I do not see any reason why it should not be done. As it is, local bodies are not invested with unrestricted powers. Even in case of certain appointments, they have to obtain the approval of Government - that is surely an infringement of the principle of local autonomy. The appointments may be made by the local bodies, but the Deputy Commissioner must have the power to transfer an official either to the Revenue department or to some other municipality in case of need. The Deputy Commissioner may be expected not to abuse his power The - Municipal and the Local Board Regulations may be amended accordingly".

The Dewan considered that provincialisation of Local Fund Services was a big order and wanted to have the opinion of the Financial Secretary regarding the financial effect of the proposal on (1) Local bodies and (2) Government

The Financial Secretary was of opinion that the resolution was unworkable as a practical proposition, that the arrangement would have no financial effect upon Government as their liability would not be increased either for pension or pay and that the effect of the arrange-ment upon Local Bodies would depend on the details of the system - adopted and its cost.

When the file came up to me with the Financial Secretary's note, I recorded my views as follows on 20th September 1924 -

" The Provincialisation of the Local Fund Services is a difficult problem. It has so often been discussed in British India, but no solution has as yet been found for it. The Conference resolution tries to minimise the evil. The difficulties pointed out in giving effect to it are, I think, exaggerated. The Revenue Commissioner has got the power to transfer an official from one District to another or from one office to another office. It is too much to say that

the Revenue Commissioner knows personally the character and capacity of the official whom he transfers. If the Government waives its claim to pensionary charges, then we can easily ask the Presidents of the District Boards and Municipalities to make selection of officials from the Revenue Department and then the transfer of obnoxious officials becomes entirely easy We will be giving the Boards the right to select their officials and respect their autonomy I am at present confronted with a difficulty which I do not know how to surmount For the efficient administration of the District Board office, Bangalore, I think it necessary to transfer the Head Clerk The report of the Efficiency Audit Officer discloses a woeful state of the office, but the material is not sufficient to dismiss or degrade the Head Clerk. Under Non-Official Presidents, the Head Clerks will become very powerful and unless there is some means of transferring them the work of the District Offices will get into a chaos. Government have been foregoing so much of money and giving it to local bodies. Is it too much to ask that the Government may forego pensionary contributions from local bodies ? By giving up the claim to contributions and asking the local bodies to make a selection of their officials from the Revenue Department, we will be successfully solving a problem - which has defied solution in British India

If this solution is not acceptable, I would be satisfied with any other scheme which though not perfect will minimise the evil. The evil is a crying one and it should not be allowed to go on".

The matter was discussed at the last Session of the Representative Assembly on the Resolutions moved by Messrs. Abbas Khan and Karnic Krishnamurthy Rao, and the sense of the Assembly was that the menial staff of the Local bodies need not be transferred from place to place and that only officials lent from Government Offices should be employed by the Local bodies, as far as possible, in order to facilitate - transfers of officials of the said bodies to the general line and - vice versa

A draft Government Order on the subject prepared in accordance with the resolution of the Representative Assembly with the remarks of the Financial Secretary thereon was considered at the meeting of the Council held on the 29th January 1925 and the Council are of opinion that the draft as revised in Council may be approved.

The draft Order may be graciously approved.

Bangalore,
4th February 1925

MEMBER OF COUNCIL.

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject

Draft Order on the improvement of the morale of officials working under Municipalities and Local Boards.

522

Order

~~KRW~~
10/2/25

L. 5168

G R S III 2]

C198

General and Revenue Secretariat | File No | of 192

Serial No

Draft order on the improvement of the Morale of Officials working under Municipalities and Local Boards

(*)

31 All urgent or confidential files returned with His Highness orders may in the absence of instructions or indications to the contrary be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33 The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34 In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders

Circulated to the Members of Council for perusal of

His Highness orders ~~before~~ / after * issue of orders (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure)

Chief Secretary to Govt

Through the Secretary to Government, Department S,

6593 / 192

FIRST MEMBER OF COUNCIL 12/2

293 / 136

SECOND MEMBER OF COUNCIL 13/2

THIRD MEMBER OF COUNCIL

Secy. L&L, with Compts, 13-2-25

Issue Draft

NOTE—Contn sheet

Mono WD 133o—GPB—o00—16 1 23

General and Revenue Secretariat

File No 145 of 1924

Serial No

Govt 6129-192 dt 19/2/25. To Governors of Districts, Presents of DDOs, comptr, Heads of Depts Presents of Corpns mds, Special Offrs Legl Secretaries to Govt passes orders on the improvement of the morale of officers working under Municipalities and Locals

GENERAL & REVENUE SECRETARIAT
7 MAR 1925
LOCAL SELF GOVT

Serial No	

NOTE—Contn Sheet

Proceedings of the Government of H. H.
the Maharaja of Mysore

Mul 145-24-Rad--

Resolutions Nos. XXIV and XXV of the Local Self-Government Conference of 1923-

"XXIV That ordinarily no official borne on the establishment of a Minor or Town Municipal Council or on the establishment of the Local Boards should be retained in the same Municipal or Local Board Office for more than three years and that in no case should the period exceed five years and that a list of officials in Municipal service who have completed three years' service should be sent periodically to the Deputy Commissioner of the District for effecting their transfer from one establishment to another, that as regards the officials of the District Board President's office drawing a pay of Rs. 40 and upwards the list may be sent to Government for transfer of officials from one District Board to another District Board."

XXV.

"XXV That, with a view to prevent deterioration of the service for want of openings for promotion, such of the Local Fund Head Clerks as possess the prescribed qualifications be included in the list of candidates eligible for Amildari."

ORDER NO. L6129-6192 Dated Bangalore 19th Feb 1926 1924.

The Local Self-Government Conference of 1923 in their Resolution No. XXIV recom-

recommended that the employees of Local Bodies should be compulsorily transferred after they have put in a definite period of service in any one station. The question was considered at length at the Dasara Session of the Representative Assembly of 1924 and the sense of the Assembly was that the menial staff need not be transferred from place to place and that only lent officials from Government Offices should be employed by the Local Bodies, as far as possible, in order to facilitate transfers of officials of Local Bodies and ~~interchange them with those of~~ & the general and revenue departments and vice versa Government. Though the proposal involves a curtailment of the powers of the Local Bodies and their Presidents to a considerable extent, Government accept generally the policy recommended by the Local Self-Government Conference and the Representative Assembly in view of the benefits resulting from its adoption and they are pleased to lay down the following rules ~~for guidance~~ in the matter:-

(1) As a general rule, only officials in Government service will be employed by District Boards, Local Boards and Town and Minor Municipal Councils for all non-gazetted executive and clerical appointments under them but the application of these rules ~~will~~ shall not extend to-

(a) the menial and ~~other~~ non-pensionable establishments such as attenders, peons, duffedars, dalayats, sweepers, toties.

scavengers etc.

(b) pound keepers.

(c) Sub-Registrars of births and deaths.

(d) Conservancy over-seers, ~~Sub-Overseers~~ and Mistries and

(e) such other appointments as Government may, from time to time, exempt from the operation of these rules.

(2) For purposes of recruitment and promotion, service in appointments under District Boards, Local Boards and Town and Minor Municipal Councils to which rule (1) extends shall be treated as part of Government service and all Government servants will be liable to be posted for employment under the said Local Bodies.

(3) The Presidents of the Local Bodies concerned are competent (with the concurrence of the Local Bodies when it is required), to select the officials required for employment under them as noted below and apply to the authorities empowered to sanction the loan of such officials under rule (4):-

For technical and professional appointments.	From the officials of the State Departments concerned.
For Sanitary Inspectors.	From Inspectors of Panchayats and other Sanitary Inspectors under Local Bodies.
For Vaccinators.	From Vaccinators under ~~other~~ Local Bodies.
For other appointments.	From officials in the Revenue Department.

(4) The following are the ~~authorities~~ authorities empowered to sanction the loan of officials on requisition from Presidents -

of Local Bodies under rule (3) above:-

1. Heads of Departments concerned other than the Revenue Commissioner.	for appointments of a technical or professional nature.
2. Deputy Commissioners.	for appointments of- (a) Sanitary Inspectors and Vaccinators and (b) other officials ~~on a pay of Rs. 40 and less~~ on pay within the powers of this authority ~~other~~ higher for all appointments ~~on a pay exceeding Rs. 40.~~
3. Revenue Commissioner	

(5) Selection of officials should be made by Presidents of Local Bodies from among officials for service drawing lower pay than that proposed to be given for service under the Local Body in order to act as an inducement to attract competent men. When the official selected cannot be spared in the interests of general service, the President may make another selection and the authority empowered to sanction the loan of services of officials ~~shall~~ will as far as possible, comply with the demands of Presidents, ~~as far as possible.~~

(6) The loan of officials to local bodies will generally be for a period of three years at the end of which period the official should either be re-transferred to the general service or transferred to another local body. In special cases however, it will be open to the Presidents of local bodies to recommend the retention of competent men in the same office for another period of three years. As -

regards transfers within the period of three years, the rule may be relaxed in special cases or under special circumstances when it is considered necessary to transfer in the interests of the service of the local body concerned any official so lent.

1 When a lent officer gets promotion to a post in his dept. that a pay higher than under the Local Body, he will revert to the former dept

(7) Lent officials may be suspended, reduced or dismissed only by the authorities ~~invested with powers of appointment~~; but Presidents of Local Bodies may, in cases deserving such punishments, make their recommendation to the authority concerned who will take such action in the matter as may be necessary either to give effect to the recommendation, ~~of the local authority concerned~~, or when he differs from such recommendation, to submit for the orders of the Government, the case with his own opinion.

(8) Presidents of Local Bodies may fine lent officials up to Rs. 5, and the Local Bodies up to Rs. 10. No appeal will lie against the decision of the President or Local Bodies.

(9) Presidents may grant privilege or any other kind of leave at the credit of the official for ~~the~~ a period not exceeding 4 months and make temporary arrangements for carrying on the duties of the official on such leave, but in the case of Sanitary Inspectors and other executive

subordinates, the Deputy Commissioners - or the Heads of Departments concerned will on requisition by the Presidents ~~make suitable arrangements~~ place the services of suitable official for carrying on the duties of the absentees on short leave also.

(10) Leave exceeding 4 months - shall be granted ~~and proper arrangements for the conduct of work of the absentees made~~ the vacancy being filled up in the manner indicated prescribed in the aforesaid rule, by the authority empowered to grant the loan of the services of the official.

(11) Leave & pensionary allowances of lent officials during the period of their leave while serving under Local Bodies will be borne entirely by the Local Board concerned. When such officials are - granted leave while serving in Government Departments the claim for contribution towards leave allowances according to the rule of proportions in respect of service under Local Bodies will be waived.

regulated by the provisions of the M S R relating to the subject

(12) The pension of lent officials will be wholly borne by the Government and no contribution for pension charges of such officials will be demanded in respect of their service under Local - Bodies either from the lent officials or from the Local Bodies concerned.

(13) As regards the disposal of - existing men working under Local Bodies,

The transfer of officials qualified for employment under Government Departments may be effected gradually so as not to dislocate the work in the offices of those bodies, which an immediate application of these rules would entail. In filling up vacancies arising by retirements or casualties, the above rules should be followed.

(14) Existing officials in the service of Local Bodies who are not duly qualified may not be taken on to Government service. The Deputy Commissioners may, however, transfer them from one Local Body to another with the consent of the Presidents concerned, and if such officials are inefficient and their retention in service is not deemed desirable they may be discharged after due notice by the Local Body concerned.

2. In order to facilitate the interchange of Government officials with those under Local Bodies, Government consider it necessary that the scale of pay of appointments under Local Bodies should be revised and made uniform so that they may run parallel to those in force in the Revenue and other Departments concerned. The Deputy Commissioners are requested to submit, after consulting the Presidents of Local Bodies, suitable proposals for re-organising the establishment under Local Bodies.

3. To give effect to the rules prescribed in para (1) above, ~~necessary addenda and corrigenda to the Mysore Service Regulations will be issued and~~ the Municipal and the Local Boards Regulations will be suitably amended.

4. No orders are called for on Resolution No. XXV of the Local Self-Government Conference as the appointment of Local Fund Head Clerks will be recruited in future from Government officials of the Revenue Department.

Secretary to Government,
Local and Legislative Departments.

To

The Deputy Commissioners of Districts.

The Presidents of the Bangalore, Kolar and Hassan District Boards through the Deputy Commissioners.

The Presidents of other Dist. Boards.

The Comptroller to Government.

The Revenue Commissioner in Mysore.

The Sanitary Commissioner in Mysore.

The Chief Engineer in Mysore.

The Financial Secretary to Government.

The other Secretaries to Government.

The other Heads of Departments.

The Special Officer, Local Self-Govt.

The Mysore Gazette.

PRESS TABLE.

TSS.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS

G O No L 6129 6192—Ml 145 24 52 dated 19th February 1925

Establishments under Local Bodies

Passes orders in the matters of the — -

READ—

Resolutions Nos XXIV and XXV of the Local Self Government Conference of 1923 —

"XXIV That ordinarily no official borne on the establishment of a Minor or Town Municipal Council or on the establishment of the Local Boards should be retained in the same Municipal or Local Board office for more than three years and that in no case should the period exceed five years and that a list of officials in Municipal service who have completed three years' service should be sent periodically to the Deputy Commissioner of the District for effecting their transfer from one establishment to another, that as regards the officials of the District Board President's Office drawing a pay of Rs 40 and upwards the list may be sent to Government for transfer of officials from one District Board to another District Board "

"XXV That with a view to prevent deterioration of the service for want of openings for promotion, such of the Local Fund Head Clerks as possess the prescribed qualifications be included in the list of candidates eligible for Amildari "

ORDER NO L 6129-6192—ML 145 24 52, DATED 19TH FEBRUARY 1925

The Local Self Government Conference of 1923 in their Resolution No XXIV recommended that the employees of Local Bodies should be compulsorily transferred after they have put in a definite period of service in any one station The question was considered at length at the Dasara Session of the Representative Assembly of 1924 and the sense of the Assembly was that the Menial Staff need not be transferred from place to place and that only officials lent from Government Offices should be employed by the Local Bodies, as far as possible, in order to facilitate transfers of officials of Local Bodies to the General and Revenue Departments and *vice versa* Though the proposal involves a curtailment of the powers of the Local Bodies and their Presidents to a considerable extent, Government accept generally the policy recommended by the Local Self Government Conference and the Representative Assembly in view of the benefits resulting from its adoption and they are pleased to lay down the following rules in the matter —

(1) As a general rule only officials in Government service will be employed by District Boards, Local Boards and Town and Minor Municipal Councils for all non-gazetted executive and clerical appointments under them but the application of these rules shall not extend to—

(*a*) the menial and non pensionable establishments such as attenders, peons daffedars, dalayats, sweepers, toties, scavengers, etc

(*b*) pound keepers,

(*c*) Sub Registrars of births and deaths,

(*d*) Conservancy Overseers and Maistries, and

(*e*) such other appointments as Government may, from time to time, exempt from the operation of these rules

No L 6129 6192—ML 145 21 32, DATED 19TH FEBRUARY 1925

(2) For purposes of recruitment and promotion, service in appointments under District Boards Local Boards and Town and Minor Municipal Councils to which Rule (1) extends shall be treated as part of Government service and all Government servants will be liable to be posted for employment under the said Local Bodies

(3) The Presidents of the local bodies concerned are competent (with the concurrence of the local bodies when it is required), to select the officials required for employment under them as noted below and apply to the authorities empowered to sanction the loan of such officials under rule (4)

For technical and professional appointments	From the officials of the State Departments concerned
For Sanitary Inspectors	From Inspectors of Panchayets and other Sanitary Inspectors under Local Bodies
For Vaccinators	From Vaccinators under Local Bodies
For other appointments	From officials in the Revenue Department

(4) The following are the authorities empowered to sanction the loan of officials on requisition from Presidents of Local Bodies under Rule (3) above —

1 Heads of Departments concerned other than the Revenue Commissioner	For appointments of a technical or professional nature
2 Deputy Commissioners	For appointments of— (a) Sanitary Inspectors and Vaccinators and (b) other officials on pay within the powers of his appointment
3 Revenue Commissioner	For all higher appointments

(5) When the official selected cannot be spared in the interests of general service, the President may make another selection and the authority empowered to sanction the loan of services of officials will as far as possible, comply with the demands of Presidents

(6) The loan of officials to Local Bodies will generally be for a period of three ears at the end of which period the official should either be re transferred to the general service or transferred to another Local Body In special cases however, it will be open to the Presidents of Local Bodies to recommend the retention of competent men in the same office for another period of three years As regards transfers within the period of three years, the rule may be relaxed in special cases or under special circumstances when it is considered necessary to transfer in the interests of the service of the Local Body concerned any official so lent When a lent officer gets promotion in his department a pay higher than under the Local Body, he will revert to the former departments

(7) Lent officials may be suspended, reduced or dismissed only by the authorities sanctioning the loan of their services, but Presidents of Local Bodies may, in cases deserving such punishments, make their recommendation to the authority concerned who will take such action in the matter as may be necessary either to give effect to the recommendation, or when he differs from such recommendation to submit for the orders of the Government, the case with his own opinion

(8) Presidents of Local Bodies may fine lent officials up to Rs 5

(9) Presidents may grant privilege or any other kind of leave at the credit of the official for a period not exceeding four months and make temporary arrangements for carrying on the duties of the official on such leave

(10) Leave exceeding four months shall be granted, the vacancy being filled up in the manner prescribed in the aforesaid rules, by the authority empowered to grant the loan of the services of the official

(11) Leave and pensionary allowances of lent officials during the period of their leave while serving under Local Bodies will be regulated by the provisions of the Mysore Service Regulations relating to the subject

(12) Existing officials in the service of Local Bodies who are duly qualified may be taken to Government service In the case of those not so qualified, the Deputy Commissioners may transfer them from one Local Body to another with the consent of the Presidents concerned, and if such officials are inefficient and their retention in service is not deemed desirable they may be discharged after due notice by the Local Body concerned

2 In order to facilitate the interchange of Government officials with those under Local Bodies, Government consider it necessary that the scale of pay of appointments under Local Bodies should be revised and made uniform so that they may run parallel to

No L 6129 6192—ML 145 24-52, DATED 19TH FEBRUARY 1925

those in force in the Revenue and other Departments concerned The Deputy Commissioners are requested to submit, after consulting the Presidents of Local Bodies, suitable proposals for re organising the establishment under Local Bodies

3 To give effect to the rules prescribed in para (1) above, the Municipal and the Local Boards Regulations will be suitably amended

4 No orders are called for on Resolution No XXV of the Local Self Government Conference as the appointment of Local Fund Head Clerks will be recruited in future from Government officials of the Revenue Departments

B NAGAPPA,
Secretary to Government,
Local and Legislative Departments

To—The Deputy Commissioners of Districts
The Presidents of the Bangalore Kolar and Hassan District Boards, through the Deputy Commissioners
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